

MASSACHUSETTS PAID FAMILY LEAVE PROGRAM

Beginning in January of 2021, most workers in Massachusetts will be eligible to get up to 12 weeks of paid family leave and up to 20 weeks of paid medical leave. The program will be funded by premiums paid by employees, employers, and the self-employed. Contributions to the program will begin on **July 1, 2019**, and will be managed through the Department of Family and Medical Leave (DFML).

How to comply with Paid Family and Medical Leave Law

As a Massachusetts employer, you're likely going to have new responsibilities under the Paid Family and Medical Leave (PFML) law. The state has prepared [a guide](#) to help you prepare for those responsibilities before the law's effective date of **July 1, 2019**.

What are my responsibilities as an employer?

Beginning **July 1, 2019**, as an employer, you're responsible for:

- Reporting wages paid, payment for contract services rendered, and other information about your workforce.
- Determining contribution amounts for your workforce and for any contribution due from you as an employer where applicable.
- Making deductions to cover worker contributions from payments you make to your workforce, either as wages or as payments for services from Massachusetts 1099-MISC contractors.
- Notifying your workforce of the PFML law.

How do I notify my employees about the new law?

You're required to notify your workforce about the state's PFML program, including its benefits and protections that apply to them. This notification includes:

- Displaying the [Paid Family and Medical Leave workplace poster](#) in a highly-visible location (click on poster on right for full size).
- Providing written notice of contributions, benefits, and workforce protections to Massachusetts W-2 employees and Massachusetts 1099-MISC contractors.
- Collecting signed acknowledgments of receipt of such notice from Massachusetts W-2 employees and Massachusetts 1099-MISC contractors.
- Sample written notice [here](#).

How do I calculate the contribution?

Click [here](#) for the Massachusetts sample calculator.

I already provide a leave benefit. Can I opt out?

The Department of Family and Medical Leave's private plan exemption process is now available for businesses in the Commonwealth with Paid Family and Medical Leave (PFML) plans offering benefits that meet or exceed those provided by the Commonwealth's PFML law.

The Private Plan Exemption Process is now available [here](#).

When is the calculation due?

Employers remit contributions and any associates payments through their MassTaxConnect account for the previous calendar quarter.

- Contributions for July - September will be due on Oct. 31, 2019.

(Continued on page 3)

Notice of Benefits Available Under M.G.L. Chapter 175M

Paid Family and Medical Leave

Beginning on July 1, 2019:

- Employers will deduct payroll contributions from a covered individual's wages or other earnings to fund PFML benefits.

Beginning on January 1, 2021:

- Covered individuals may be entitled to up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work.
- Covered individuals may be entitled to up to 12 weeks of paid family leave in a benefit year related to the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces.
- Covered individuals may be entitled to up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member with a serious health condition.

Beginning on July 1, 2021:

- Covered individuals may be entitled to up to 12 weeks of paid family leave to care for a family member with a serious health condition.

Covered individuals are eligible for no more than 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.

Who is a Covered Individual Under the Law?

Generally, a worker qualifies as a covered individual and may be eligible for paid family and medical leave if:

- She is paid wages by a Massachusetts employer; or
- She resides in Massachusetts and is paid for contract services by a Massachusetts entity that is required to report payment for services on IRS Form 1099-MISC for more than 50 percent of its workforce; or
- She is a self-employed individual who resides in Massachusetts and chooses to opt-in to the program.

Job Protection

Generally, an employee who has taken paid family or medical leave must be restored to the employee's previous position or to an equal position, with the same status, pay, employment benefits, length-of-service credit, and seniority as of the date of leave.

These job protections do not apply to contractors.

Weekly Benefits

To fund PFML benefits, employers will deduct payroll contributions from a covered individual's wages or other earnings beginning on July 1, 2019. Covered individuals can apply for benefits beginning in January 2021 through the Department of Family and Medical Leave. A covered individual's average weekly earnings will determine his or her benefit amount, for a maximum weekly benefit of up to \$850.

No Retaliation or Discrimination

- It is unlawful for an employer to discriminate or retaliate against an employee for exercising any right to which she is entitled under the law.
- An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civil action in the superior court, and may be entitled to damages of as much as three times his or her lost wages.

Private Plans

If an employer offers employees paid family leave, medical leave, or both, with benefits that are at least as generous as those provided under the law, the employer may apply for an exemption from paying the contributions. Employees continue to be protected from discrimination and retaliation under the law even when an employer opts to provide paid leave benefits through a private plan.

If you have questions or concerns about your Paid Family and Medical Leave rights, please contact:
MassPFML@Mass.gov or visit: <https://www.mass.gov/DFML>

This notice must be posted in a conspicuous place on the employer's premises.

LETTER FROM THE CHAIRMAN



Dear Members,

May is upon us, which of course means that restaurants play in our annual Super Bowl – Mother's Day! Mother's Day is a time for us to wow our long time great guests who want to treat their special woman, but even more important, it is a time when we receive many first time guests as well. These folks represent a potential significant stream of revenue – exceed Mom and the family's expectations, and they will come back for more! We need to make certain to share all of this with our

teams, it is a great opportunity.

May also means college graduations, with high schools just behind them in June. Again, just another great possibility to really take care of guests who have chosen to come to our doorsteps to celebrate big life events. With so many colleges and universities in MA, it is often said we truly do get our own little "Super Bowl" effect every May in terms of built in sales for those in the vicinity of these schools.

It also looks like the Celtic's and Bruins have hopes of playing deep into the month, it would be nice to have another Duck Boat Parade, it really has been too long! Is there a first time ever sweep in our future??

I do want to take a moment to invite all of you to join me and the MRA at Small Business Day on May 9th. We will kick the day off with invited legislative leaders including Senate President Karen Spilka, informative panels and discussions with other small businesses before we head up to the State House for meetings with our elected officials. As you know, government is in our businesses more than ever; never has it been more important to let them know how legislation is challenging your business and our employees.

I can tell you first hand, the MRA does a great job all year working with these elected officials, but what is most important is when they hear from us – the actual business owners from their hometown, employing their neighbors (and voters), and sharing with them what is working and not working. I'd like to thank Doug Bacon of Red Paint Hospitality Group for chairing our Government Affairs Committee and I know he would like anyone interested to join him. VP Government Affairs Steve Clark will arm you with speaking points, answer any questions and even help you make the meetings if you need. Please click the link below to register - #TogetherWeWin!

And finally, let me be the first to wish you a Happy Memorial Day – summer is apparently here, I am just not certain how I missed spring!

Pat Lee

MRA Chairman
plee@themassrest.org

“Leaders are never satisfied; they continually strive to be better”
-Unknown

MRA STAFF

Bob Luz

President & Chief Executive Officer
bluz@themassrest.org

MEMBERSHIP TEAM

Kerry Miller

Vice President, Operations
kmiller@themassrest.org

Bob Brammer

Member Services Manager - Central & North, Cape and Islands
bbrammer@themassrest.org

Lynne Johnston

Member Services Manager - West
ljohnston@themassrest.org

Sharon Driscoll

Member Services Manager - Boston & South
sdriscoll@themassrest.org

Jennifer Almeida

Director of Education
jalmeida@themassrest.org

Stephen Clark

Vice President, Government Affairs
sclark@themassrest.org

Christine Johnson

Director of Communications
cjohnson@themassrest.org

Renée Serafino

Director of HR & Business Operations
rserafino@themassrest.org

Tracy Zibell

Educational Foundation Program Assistant
tzibell@themassrest.org

INSIDE THIS ISSUE:

Current Issues.....	3
Membership News	4-5,7
Member Profile: Reunion Tap & Table	6
Education News/Training	8-9
Welcome New Members.....	10

MASSACHUSETTS PAID FAMILY LEAVE PROGRAM *(continued from page 1)*

How do I calculate my workforce?

Your total workforce includes:

- All Massachusetts W-2 employees (full-time, part-time, seasonal). A Massachusetts W-2 employee is anyone to whom you issue a W-2 form for performing services in Massachusetts.
- All Massachusetts 1099-MISC contractors. A Massachusetts 1099-MISC contractor is an individual who resides in Massachusetts for whom you are required to report payment for services on IRS Form 1099-MISC.

You'll always report on your total workforce numbers, but you're only responsible for submitting contributions on behalf of members of your workforce who are treated as covered individuals for the purposes of the PFML law.

Who's a covered individual?

- W-2 employees will always count as covered individuals.
- 1099-MISC contractors count toward your total number of covered individuals only if they make up more than 50 percent of your total workforce (W-2 employees and 1099-MISC contractors combined).

MAY 9TH IS SMALL BUSINESS DAY ON BEACON HILL – YOUR OPERATION FEELS THE IMPACT, YOU SHOULD BE HEARD!

The MRA is partnering with other Massachusetts associations and chambers to encourage business owners to head to the State House to educate legislators about the issues that are most important to their small business. Members of the MRA, National Federation of Independent Business, the Retailers, Food Store, Package Store associations, and Associated Industries of Massachusetts and many others will all be joining together for this all important day. **Don't miss your opportunity to be part of this important conversation in 2019!**

Thursday, May 9, 2019 9:30 AM
Omni Parker House Hotel
60 School St. Boston, MA 02108

[REGISTER HERE](#)

Agenda and Panels

9:00am Registration & Refreshments

9:30am Opening Remarks & Legislative Update

10:00am Keynote Speaker: Senate President Karen Spilka

10:30am Complying with Paid Family and Medical Leave

Panelists David Robinson Esq. – *Ruberto, Israel, & Weiner*

William Alpine, Esq. – *Department of Family and Medical Leave*

Mike Doheny – *Undersecretary of Labor and General Counsel, Executive Office of Labor and Workforce Development*

11:15am Controlling Small Business Health Costs

12:00pm Legislative Hill Visits

PARTICIPATING ORGANIZATIONS INCLUDE



THANK YOU TO OUR SPONSOR



MEMBERSHIP EVENTS

REGISTRATION NOW OPEN FOR SOMETHING'S BREWING ON CAPE COD



MAY 13, 2019 6:30-9:30PM

VENUE: CAPE COD BEER

1336 PHINNEYS LANE, HYANNIS, MA

\$35 - Non-members | \$30 - Members (use code MRACCC)

To benefit



PARTICIPATING RESTAURANTS

SAM DIEGO'S - Hyannis

THE CASUAL GOURMET - Centerville

BUCATINO - North Falmouth

CAPTAIN PARKER'S PUB - West Yarmouth

ALBERTO'S - Hyannis

WIANNO CLUB - Osterville

THE BLACK DOG TAVERN - Vineyard Haven

*Included are tastings from
Cape Cod's top chefs
and craft brew from Cape Cod Beer.*

CLICK [HERE](#) TO REGISTER!

THIS EVENT IS SPONSORED BY



THE 27TH ANNUAL RESTAURANT TRENDS SEMINAR: *Best Practices in a Changing Restaurant Landscape*



Monday, May 13, 2019
Seaport World Trade Center -
Amphitheater - Mezzanine Level
1 Seaport Lane, Boston

Check-In - 1:30pm
Presentations - 2pm - 5pm
Cocktails/Networking - 5pm- 6pm
Hors d'oeuvres & Live Jazz

Click [here](#) for more
information and to register!

MRA BOARD OF DIRECTORS APPLICATIONS - APPLY BY MAY 10TH

2019 MRA BOARD OF DIRECTORS CANDIDATE INFORMATION & APPLICATION

Dear MRA Member:

The MRA Board of Directors consists of 33 Directors and 8 Officers. We meet quarterly at various locations around the state. The Board of Directors sets the policies for the Association, and it decides "what" needs to be done in order to protect, improve, and enhance our industry.

Have you ever wondered how you can get involved? Have you ever thought about giving back? Do you see some things that could be done that are not being addressed by the MRA at this time?

If you have answered "Yes" to any of these questions, I invite you to apply for consideration for Board service. Our Nominating Committee will be meeting soon to suggest a slate of officers and directors for the upcoming Annual Meeting in June.

Board service is rewarding in many ways. Not only will you learn about the many things that affect your business and the entire foodservice industry in Massachusetts, but you will have the opportunity to meet and interact with others who share your values and passions. It is also very rewarding to see ideas become policy and to witness the impact of your efforts on the entire industry.

We hope that you will consider applying for Board service. Thank you, in advance, for your willingness to help your Association. We appreciate your continued support.

In order to be considered, your application needs to be received at the MRA office no later than **May 10, 2019**.

Sincerely,

Bob Luz
MRA President & CEO

APPLICATION REQUIREMENTS

To be considered for election to the MRA Board of Directors, candidates must:

- File a completed application by the **May 10, 2019** deadline.
- Be actively engaged in the senior management or ownership of a foodservice company.
- Confirm on the application that you are willing to invest the time, effort, and resources necessary to be an effective member of the MRA Board of Directors as outlined above.

DIRECTOR RESPONSIBILITIES

The MRA Board of Directors work together to establish and approve policies and positions for the Association:

- Attend regularly scheduled, as well as specially-called, Board Meetings and assigned committee and task force meetings.
- Advise and assist the MRA Executive Committee in carrying out their assigned duties and responsibilities.
- Support and defend the policies, positions, and programs of the Association.
- Promote the restaurant industry and the advancement of the Association when requested by the Association's leadership (when personal schedule, resources and comfort level permit) by participating as an Association representative in panel discussions or hearings, and accepting speaking engagements before industry-related groups.
- Engage in political activities relating to the industry on the state and national levels.
- Undertake other duties and assignments as directed by the Chairperson of the Board.

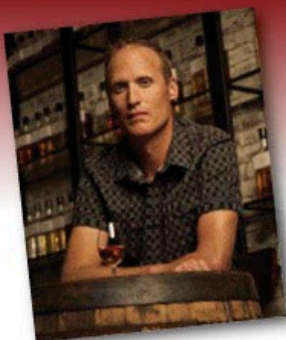
The MRA Board of Directors consists of 33 Directors and 8 Officers. We meet quarterly at various locations around the state. The Board of Directors sets the policies for the Association, and it decides "what" needs to be done in order to protect, improve, and enhance our industry.

Have you ever wondered how you can get involved? Have you ever thought about giving back? Do you see some things that could be done that are not being addressed by the MRA at this time?

If you have answered "Yes" to any of these questions, we invite you to apply for consideration for Board service. Our Nominating Committee will be meeting soon to suggest a slate of officers and directors for the upcoming Annual Meeting in June.

Board service is rewarding in many ways. Not only will you learn about the many things that affect your business and the entire foodservice industry in Massachusetts, but you will have the opportunity to meet and interact with others who share your values and passions. It is also very rewarding to see ideas become policy and to witness the impact of your efforts on the entire industry.

We hope that you will consider applying for Board service. Thank you, in advance, for your willingness to help your Association. We appreciate your continued support. In order to be considered, your application needs to be received at the MRA office no later than **May 10, 2019**. Click [here](#) for the application.

MASSACHUSETTS PACKAGE STORES ASSOCIATION (MASSPACK)
BEER, WINE & SPIRITS INDUSTRY EXPERIENCE - MAY 8TH

Expert/Guest Speaker
Dr. Don Livermore

Wednesday, May 8th, 2019

Time: 3:00 – 7:00PM

Where: Lombardo's, Randolph, MA



Beer, Wine & Spirits Industry EXPERIENCE

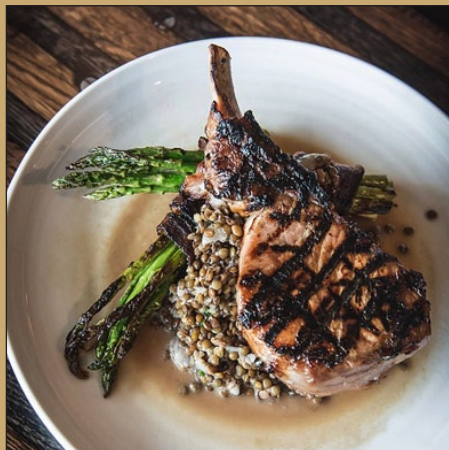
Early entry @ 2:30PM & Chance to win up to \$1,000 in Cash Prizes.

Featuring Outstanding SHOW DAY Discounts, Hundreds of Tastings, Great Food, Industry Experts and Innovative Ideas to Grow Your Business!



Both ON & OFF Premise Licensees and their staff are invited to attend!

For more information call MassPack at 800-322-1383.



WE ARE THE MRA

MEMBER PROFILE

RESTAURANT: Reunion Tap & Table

OWNERS: Sargon Hanna, Shawn Briggs, and Josh Briggs

CHEF: Vasilios Papastathopoulos

CITY: North Grafton

FOUNDED: 2018

MEMBER SINCE: 2018

WEBSITE: www.reuniontap.com

WHY IS THE MRA IMPORTANT TO YOU AND YOUR BUSINESS?

The MRA has been a valuable ally, giving us guidance and support with many of the tough issues the restaurant industry faces.

Fun Facts about Reunion Tap & Table

1. We work with many local farms and vendors to serve fresh, scratch-cooked meals.
2. We pride ourselves on offering a unique draft list focusing on regional and national craft breweries.
3. The name 'Reunion' refers to the fact that a bunch of old friends opened the restaurant together.
4. Reunion features a gorgeous private dining room for special events.
5. We are open daily for lunch, dinner and Sunday brunch.
6. The wood facades around the restaurant are made from repurposed mushroom wood from a mushroom farm in Connecticut.
7. Two of the owners and two of the managers played in and managed bands together in another life.
8. Owners Josh and Shawn Briggs also own Wicked Twisted Pretzels.
9. Our Chef likes to race cars (legally) on his days off.
10. The owners spent most of their lives right here in Grafton.

NATIONAL RESTAURANT ASSOCIATION GUIDANCE ON “NO-MATCH” NOTICES FROM THE SOCIAL SECURITY ADMINISTRATION

It has come to our attention that there has been an uptick in Social Security Administration “no-match” letters being sent to restaurants.

The [attached](#) addresses the following questions:

1. What is a “no-match” letter?
2. What are some of the reasons you might receive a no-match letter?
3. What is the purpose of a no-match letter?
4. What should you do if you receive a no-match letter?
5. What guidance does the Social Security Administration provide on no-match letters?
6. Who should you contact if you want more information or need additional help on a no-match letter you received?

THE 2019 ERNIE TREMBLAY SCHOLARSHIP AWARDS GALA



Wednesday, June 12, 2019, 6:00 PM

Registration: 6pm

(Program & Dinner: starts promptly at 6:45pm)

Danversport

161 Elliott Street, Danvers, MA 01923

Please join us on Wednesday, June 12th, 2019 along with Celebrity Host Billy Costa of NESN's Dining Playbook & KISS 108FM Radio, as we recognize the future stars of our industry and award them with well-deserved scholarships to help further their education!

Click [here](#) to register!

THE 2019 ANNUAL MEETING & DINNER

*Annual
Meeting
& Dinner*

Wednesday, June 19, 2019

5:00 PM

UMass Club

1 Beacon Street - 32nd Floor

Boston, MA 02108

\$115.00 per person, includes all beverages, dinner, tax and gratuity.

Reception and Election of Officers & Directors for July 1, 2019-June 30, 2020 followed by dinner with introductions of New Officers & Directors.

For directions & parking information please click [here](#).

Introducing...

THE MRA EDUCATIONAL FOUNDATION CERTIFIED RESTAURANT PROFESSIONAL APPRENTICE PROGRAM



Effective April 8, 2019 The Department of Apprentice Standards has registered The MRAEF Certified Restaurant Professional Apprentice Program. The initial tranche of the program is funded by Mass Hire. We are currently in the process of identifying 12 apprentices in the Central Massachusetts area. This will be a rigorous endeavor, but those participating will receive industry certifications and college level education resulting in credits to promote their expertise and restaurant career.

MRAEF CRP Program highlights:

- **There is no cost for an apprentice to participate in the program.**
- This program runs in conjunction with the National Restaurant Association and certifications travel nationally.
- Apprentices will be required to complete 1,800 hours of on the job learning and 150 hours of related training instruction (RTI).
- Four hours of National Restaurant Association online education.
- There are 8, six hour mandatory classes of restaurant, culinary and hospitality instruction to complete the RTI hours that will be conducted every other Tuesdays starting in July at Quinsigamond Community College in Worcester. Upon completion of the RTI at Quinsigamond, each apprentice will have earned 7 college credits to be applied to a degree program if they choose.
- Each apprentice will complete the following industry certifications:
 - ServSafe Food Handler
 - ServSafe Alcohol
 - OSHA Training
 - Choke Saver Training
 - ServSafe Manager
 - Allergen Training

The first class for this program will be **Tuesday July 9th**. We will identify and register 12 apprentices before July 1st. If you have a candidate that you feel would be a good fit for this program, please send their name and contact information to Kerry Miller at kmiller@themassrest.org. We are also looking for employers to hire 4 graduating ProStart seniors that will be entering into the Certified Restaurant Professional Apprentice Program.



SEXUAL HARASSMENT PREVENTION FOR RESTAURANTS

Learn what sexual harassment is, how it impacts all workers, and how to respond in ways that enforce a safe work environment.

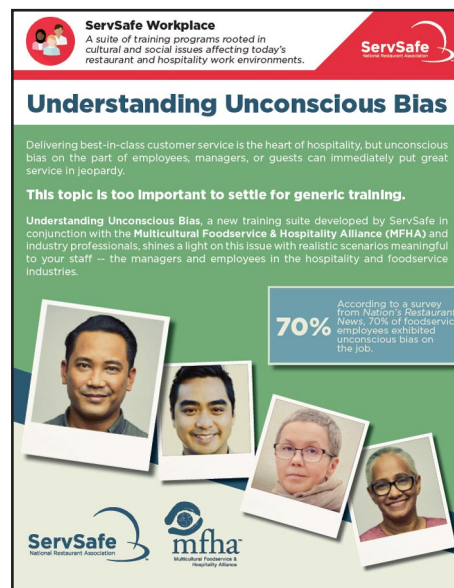
Click [here](#) for more information on this online course.



UNDERSTANDING UNCONSCIOUS BIAS IN RESTAURANTS, EMPLOYEE

This is an interactive program that sheds light on the existence of unconscious bias, the impact on individuals and the workplace.

Click [here](#) for more information on this online course.



2019 SERVSAFE TRAINING SCHEDULE

SERVSAFE MANAGER

DATE	LOCATION	TIME
May 15th & 29th	MRA	4-8pm
August 14th & 28th	MRA	4-8pm
September 16th & 30th	MRA	4-8pm
October 7th & 21st	Kowloon	4-8pm
November 6th & 20th	MRA	4-8pm

SERVSAFE ALCOHOL

June 18th	MRA	3-7pm
July 30th	MRA	4-8pm
August 26th	MRA	4-8pm
September 11th	MRA	4-8pm
December 18th	MRA	4-8pm

SERVSAFE RECERTIFICATION

May 14th	MRA	3-7pm
June 10th	Kowloon	4-8pm
July 17th	MRA	4-8pm
October 15th	MRA	4-8pm
December 9th	MRA	4-8pm



To sign up for training, call
(508) 573-4180

CLASS LOCATIONS:

MRA:

160 East Main St., Suite 2
Westborough, MA

KOWLOON:

948 Broadway, Saugus, MA

CHOKESAVING COURSES AVAILABLE AT THE MRA



UPCOMING CLASSES

Thursday, May 9, 2019
Thursday, June 13, 2019
Thursday July 11, 2019
Thursday, August 8, 2019
Thursday, September 12, 2019
Thursday, October 10, 2019
Thursday, November 14, 2019
All classes are 10-11am.

CLASS LOCATION:

Massachusetts Restaurant
Association
160 East Main Street, Suite 2
Westborough, MA 01581

Click [HERE](#) to register.

WELCOME NEW MRA MEMBERS!

FOOD & BEVERAGE OPERATORS

A Brews Tap and Grill
1794A Bridge St.
Dracut, MA 01826
(978) 458-0555
Sonia Abreu

The Brookline Spa
75 Harvard St.
Brookline, MA 01581
(617) 566-6060
Hugo Oliveira

Catman Cafe
16 Old Colony Rd.
Mansfield, MA 02048
(508) 339-0038
Steve Cerullo

China Villa of Middleton, Inc.
239 Maple St.
Middleton, MA 01949
(978) 777-4988
Carol Pelletier

hop + grind
210 Andover St.
Peabody, MA 03036
(603) 425-9460
Bobby Marcotte

Hopsters Brewing Company
50 Rich Valley Rd
Wayland, MA 01778
(617) 584-1492
Lee Cooper

La Campesina, Inc.
42 Allan Ave.
Sudbury, MA 01776
(508) 829-7700
David Brambila

Little Pecan
295 Washington St.
Brighton, MA 02135
(508) 505-1698
Elizabeth Liu

MarginEdge
14 Hillsboro St.
Quincy, MA 02169
(323) 244-6427
Robert McKay

Mexicali - Danvers
29 Andover St.
Danvers, MA 01923
(508) 829-7700

Mexicali - Swampscott
Swampscott, MA 01907
(508) 829-7700

Mexicali Cantina Grill
Westborough, MA 01581
(508) 829-7700

Mexicali - Worcester
225 Shrewsbury St.
Worcester, MA 01604
(508) 926-8811

Mexicali Grill - Holden
700 Main St.
Holden, MA 01520
(508) 829-7700

Mexicali Grill - Spencer
117 Main St.
Spencer, MA 01562
(774) 745-8200

Mexicali Grill - Ware
148 West St., Ware, MA
(413) 277-0925

Mexicali Grill - Webster
41 Worcester Rd.
Webster, MA 01570
(508) 829-7700

O'Leary's
1010 Beacon St.
Brookline, MA 02446
(617) 947-6103
Aengus O'Leary

Shore Leave
11 Williams E Mullins Way
Boston, MA 02118
(617) 530 1770
Jefferson Macklin

Spanky's Clam Shack
138 Ocean St., Hyannis, MA
(508) 771-2770
Mr. Jeff Spilman

BUSINESS PARTNERS

Fortis Advisors
770 Boylston St.
Boston, MA 02199
(774) 766-0907
RJ Dourney
Restaurant Consultants

Stebbing's Partners
427 John L Dietsch Blvd
Attleboro Falls, MA 02763
(508) 699-7899
Branding

THANK YOU TO OUR 2019 ANNUAL SPONSORS



GUIDING CLIENTS
to a BRIGHTER
FINANCIAL FUTURE



Massachusetts Restaurant Association
160 East Main Street, Suite 2, Westborough, MA 01581
Phone: (508) 303-9905 www.themassrest.org

FOLLOW US!



facebook.com/marestaurants



twitter.com/massrestaurants



instagram.com/ma_restaurants



Check out the MRA LinkedIn Group